



**FMCS**

**FEDERAL MEDIATION &  
CONCILIATION SERVICE**

## SPEAKER'S BIO



### **JAMES ALBANO**

**COMMISSIONER,  
FEDERAL MEDIATION AND CONCILIATION SERVICE**

James Albano is a Commissioner in the Kansas City, MO office of the Federal Mediation and Conciliation Service (FMCS). Mr. Albano brings more than 30 years of labor-management experience to the FMCS, including stints with the Union Pacific (UP) and Kansas City Southern (KCS) railroads, functioning in various capacities at UP including bargaining director on the former C&NW property and as system director of discipline and arbitration. At KCS, he served as assistant VP of labor relations and as a member of the National Carrier's Conference Committee, the national bargaining arm of the Class I rail carriers. Mr. Albano also worked in private legal practice representing Native American tribes in commercial contracts litigation, alongside a general practice focusing on labor and employment law. Most recently, he was director labor and employee relations for Aramark Uniform Services, resolving dozens of CBAs with bargaining units represented primarily by the Teamsters, Workers United/SEIU, and Steelworkers organizations. In addition, he has worked extensively with IAM, IBEW, BLE-T, UTU/SMART, BMW/Teamsters, Steelworkers, and BRS among others.

Mr. Albano brings a resolute, passionate belief in the value of sustainable relationships and collaborative processes and solutions to his mediator role. As a seasoned professional, he has embraced and incorporated interest-based bargaining and alternative dispute resolution as viable, sustainable options to traditional bargaining and adversarial forums. Recognizing that each transaction comprises different interests, personal dynamics, approaches and goals, Mr. Albano brings a wealth of multifaceted dispute-resolution experience to the equation. He is passionately committed to improving workplace relationships on behalf of each client.

Mr. Albano grew up in Piqua, OH where, working as a teen in a felt mill, he was introduced to the labor-management arena as a member of the old Textile Workers Union, now Workers United/SEIU. He received his undergraduate degree from The Ohio State University, and later matriculated to Creighton University in Omaha, NE where he earned his Juris Doctor degree. James, his wife Robyn, and sons Joey and Evan make their home in Leawood, KS.